



King's Schools
TAUNTON

King's Schools gender pay gap report 2017/18

Supporting Statement

King's is an equal opportunities employer who is committed to ensuring that all staff receive equal pay for equal work regardless of gender, ethnicity, disability or other unique characteristic. Gender pay gap analysis is an important tool which allows us to continually assess if there are any areas for improvement.

As boarding schools, we have a relatively high proportion of women in support roles who are paid at lower rates than our teaching staff and this has the effect of creating a male to female pay gap in the statistics.

We have a good representation of men and women in management positions across our schools and are confident that women and men are paid equally for doing equivalent jobs.

Our recruitment process is unbiased and transparent; we recruit the right people for the right job, regardless of gender.

The schools are committed to ensuring women and men are given equal opportunities to progress into senior roles to provide the very best staff for the children.

We consistently aim to ensure that King's Schools remains a fair place to work and that we pass on this ethos to our pupils.

I confirm that the information published in this report is, to the best of my ability, accurate:

Mr SC Worthy
Director of Finance and Operations
March 2018

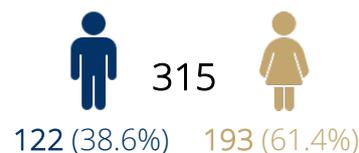
The Data

The data used in this report is taken from payroll and HR systems using a snapshot date of the 5th April 2017. The different pay gaps, quartiles and ratios have been calculated in accordance with the guidance contained in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Gap

This is the difference in adjusted hourly rates between men and women; adjusted hourly rates include elements of ordinary pay plus any bonus payments received in the same month's payroll. These adjusted hourly rates are shown as the average (*mean*) and the middle (*median*) values:

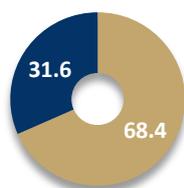
Type of pay gap	King's	Education ²	UK ³
Mean gender pay gap	18.3%	15.0%	17.4%
Median gender pay gap	30.4%	20.5%	18.4%



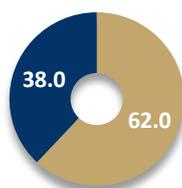
Pay Quartiles

This is the proportion of men and women in each of the four pay quartiles. Pay quartiles separate all salaries into four equal bands from the lowest paid (*lower*) to the highest paid (*upper*):

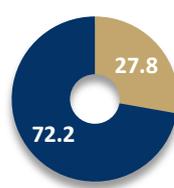
Lower Quartile



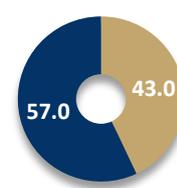
Lower Middle



Upper Middle



Upper Quartile



% Men % Women

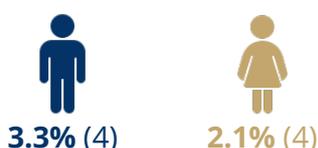
Gender Bonus Gap

This is the average difference in bonus payments made during the period 6th April 2016 to the 5th April 2017. Once again, the mean and median values are shown:

Type of pay gap	King's	Education ²	UK ³
Mean gender bonus gap	-379.2%	0.9%	18.3%
Median gender bonus gap	64.9%	2.7%	3.8%

Bonus payment ratio

These are the proportions of men and women who actually received bonuses during the previous financial year to 5th April 2017:



The Detail

Gender Pay Gap - Contributory Factors

Female Representation in our senior management team is currently **37.5%** with the men earning considerably more on average due to the positions they hold within King's Schools.

Employee level gender pay gaps (excluding senior management team) are only **6%** on average.

Salary Sacrifice has contributed to a false inflation in our gender pay gap figures due to the number of female employees utilising this benefit. Of the 31 employees in this group, 19 (**61%**) are female; because this group receives, on average, less ordinary pay than their peers the pay gap is exacerbated. When these 31 individuals are removed from the calculations our gender pay gaps drop to **14.5% mean** and **12.8% median** – both well below industry and UK averages.

Gender Bonus Gap – Explanation

On first inspection the Gender Bonus Gap looks odd with the spectrum between mean and median spanning more than 420%, but the figures are so widely dispersed due to the fact that only **eight** men and women received bonuses and one of the bonuses was much bigger than the remaining seven.

In fact, the mean gap is **-379.2%** because the person receiving the bigger bonus was **female**.

As a pure ratio, women receiving bonuses is 50% less than their male counterparts, but on inspection this is a factor of role and not gender.



Where do we go from here?

Although King's Schools conduct regular pay reviews this is the first year in which we are utilising data analytics to measure and track our gender pay gaps.

We believe that understanding the contributory factors behind our figures is an important tool in continuing to focus on fair treatment for all our excellent staff.

Notes:

1. Salary Sacrifice – ACAS guidance details that gross salary should be used once the amount of salary sacrifice has been deducted.
2. Specific industry metrics – aggregated averages from the 507 organisations identifying as being listed under Education as of 23 March 2018.
3. UK metrics – Taken from the Office for National Statistics 2017 estimate of Gender Pay Gaps.